

CooperCompanies

Corporate Sustainability Report 2025



COO | Nasdaq Listed

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A Message From Our CEO

At CooperCompanies, our purpose—helping people experience life’s beautiful moments—guides how we innovate, operate, and create long-term value. We recognize those moments are only possible when we advance health and wellness globally while also responsibly stewarding the planet and strengthening the communities we serve. Over the past year, we deepened this commitment by further integrating sustainability into the core of our growth strategy—delivering innovations that improve lives, reduce our environmental footprint, and expand access to care.

At CooperVision, we built on our leadership as the number one contact lens company in the world through both clinical innovation and sustainability. The approval of MiSight® in Japan marked an important milestone in addressing the global rise of myopia, expanding access to a proven treatment for millions of children. At the same time, our partnership with Plastic Bank surpassed the collection of more than 600 million plastic bottles—helping prevent ocean-bound waste and advancing a more circular economy.

At CooperSurgical, we continued to advance transformative solutions that help people build the families they envision. Innovations such as the ViaBL™ Super-Fast Blastocyst Warming Kit and Select Syndrome ScreenSM Test reflect our commitment to improving outcomes and expanding the possibilities of reproductive care. We also took meaningful steps to reduce environmental impact, including the introduction of an upgraded shipping cooler made from renewable, plant-based materials.

Beyond our products, we invested in education, advocacy, and partnerships to broaden access to care. From supporting efforts to expand access to myopia control to advocating for more accessible fertility care, we are working to ensure that innovation reaches the people who need it most.

These achievements reflect the dedication of our global teams and the strength of our partnerships. Together, we are advancing our business, strengthening our impact, and building a more sustainable future – for our customers, our communities, and generations to come.

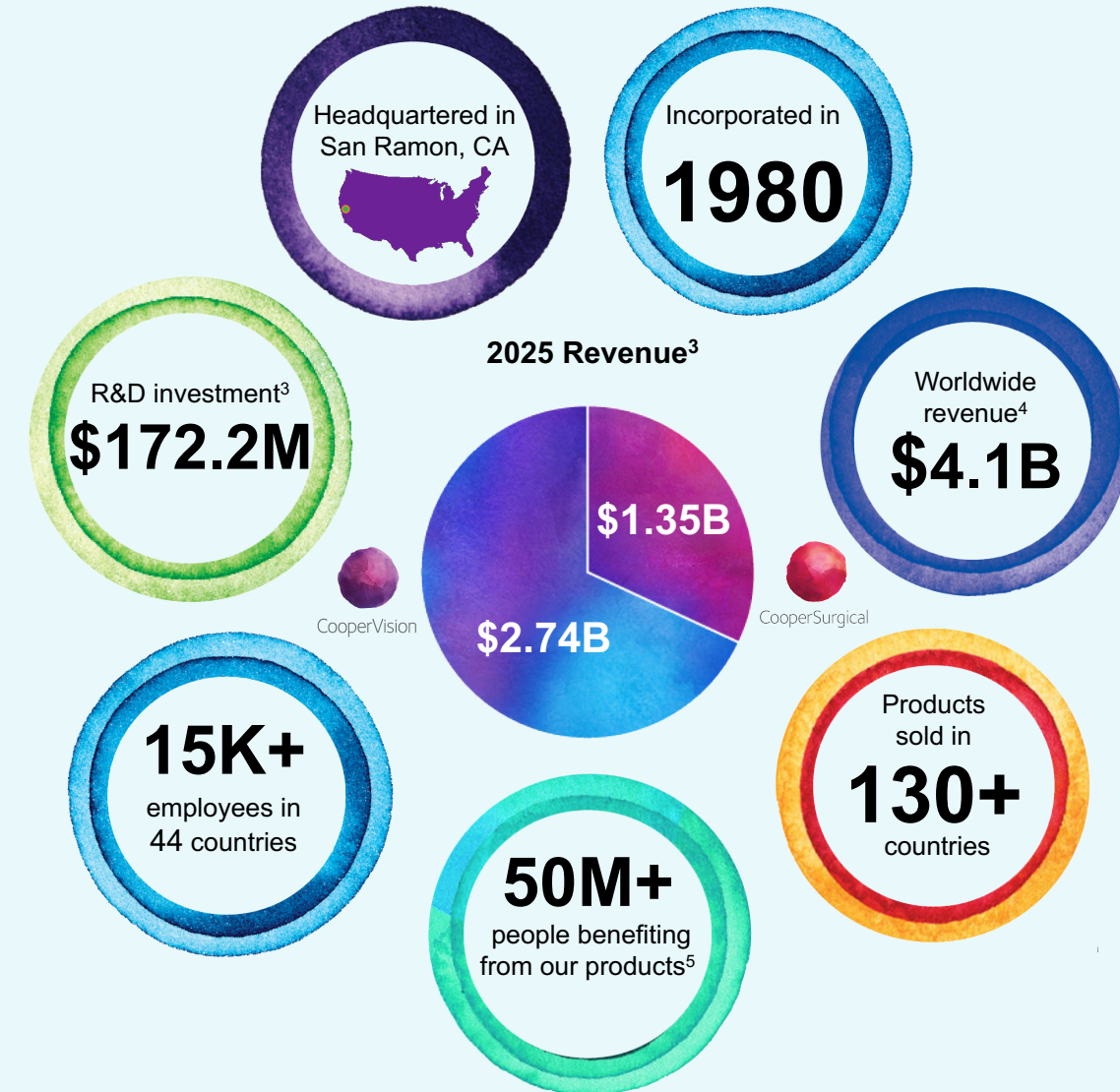
Sincerely,



ALBERT G. WHITE III
President and Chief Executive Officer

1. Wetzel, A.S., et al. (2022) A comprehensive list of human microdeletion and microduplication syndromes. BMC Genomic Data, 23(1), p.82.
2. Watson, C.T., et al. (2015) The Genetics of Microdeletion and Microduplication Syndromes: An Update. Annu Rev Genomics Hum. 15: 215-244.

CooperCompanies at a Glance



3. [2025 Form 10-K](#).
4. Fiscal 2025 actuals (representing the time period from November 1, 2024 to October 31, 2025).
5. Management estimate for calendar year 2025.

Our Sustainability Framework

Our commitment to helping people experience life's beautiful moments is grounded in the belief that everything we create should benefit both people and the planet. Our sustainability framework reflects this commitment—guiding our responsible business practices, unlocking new possibilities by amplifying impact across our focus areas, and shaping our role in helping build a more sustainable future.

People + Planet

People are at the center of everything we do. We advance health and wellness for people around the world while doing our part to protect the planet and support the communities we serve.

We are powered by people—our innovative and dedicated employees, healthcare professionals who collaborate with us, the communities where we live and work, and the patients who rely on our products. They drive our success and enable us to make meaningful, lasting progress. By designing with intention, enhancing patient outcomes, and elevating standards of care, we support people in living their healthiest, fullest lives.

At the same time, people's health depends on a thriving planet. Natural resources, stable ecosystems, and a healthy environment are fundamental to well-being. That's why we are committed to responsible sourcing, recovering and repurposing materials, and minimizing our environmental footprint.

Materiality and Priority Sustainability Topics

We leverage our double materiality assessment, conducted in 2024, to better understand both the environmental and social impacts of our operations as well as the financial risks and opportunities associated with sustainability-related factors. This comprehensive assessment included engagement with a broad range of stakeholders, including our Board of Directors, investors, management, employees, customers, suppliers, and external experts. The results helped inform our strategic priorities and disclosures on material topics such as product quality, safety and design, and operational environmental performance. Additional details are in our [Double Materiality Assessment Report](#).

People + Planet Approach



Stakeholder Engagement

Cooper engages stakeholders—including customers, healthcare professionals, employees, investors, suppliers, and nonprofit partners—throughout the year via one-on-one discussions, conferences, working groups, consortiums, and digital communications. These engagements, highlighted throughout this report, help shape our sustainability priorities and strengthen accountability across our business.

Governance and Oversight

The Corporate Governance and Nominating Committee of the CooperCompanies Board of Directors oversees our sustainability strategy, practices, and initiatives. Our sustainability efforts are supported by three organizational bodies: Executive Leadership, the Sustainability Team, and the Cross-Functional Sustainability Project Team. Together, they help integrate sustainability into operational execution. Additional information on our governance structure is available on our [website](#).

- > Learn more about our corporate governance, including the structure, composition, and independence of the Board; approach to risk management; and executive compensation in our [2026 Proxy Statement](#) and [2025 Annual Report](#).
- > Learn more about our approach to ethics in our [Code of Conduct](#) and on our [website](#).

2025 Sustainability Highlights



Powered by People

- Advanced myopia care through optometrist training and education by partnering with nonprofits and professional associations
- Expanded access to fertility care in the U.S. by working with industry partners and policymakers to address affordability and access barriers
- Delivered 69 peer-reviewed scientific posters and oral presentations at leading global conferences and industry events
- Launched Bravos, our first company-wide peer-to-peer recognition platform



Supporting a Thriving Planet

- Launched renewable cooler made from 85% renewable plant-based fibers for IVF shipments
- Launched our MADE BETTER™ platform focused on advancing responsible products and packaging
- Sourced 100% renewable electricity at 12 facilities
- Partnered with Plastic Bank to support 9,306 collectors across 618 communities, preventing 12.96 million kilograms of plastic—equivalent to approximately 648 million plastic bottles—from potentially entering within 30 miles of oceans or waterways



Designed with Intention

- Invested \$172.2 million in research and development, reinforcing our commitment to innovation and keeping us at the forefront of patient care
- Announced Select Syndrome ScreenSM Test, which detects specific additional genetic abnormalities before embryo transfer and includes 10 impactful genetic disorders that may significantly impact a child's health or development
- Launched ViaBL™ Super-Fast Blastocyst Warming Kit, designed to simplify and accelerate blastocyst warming, helping labs save valuable time while maintaining reliable outcomes

POWERED BY PEOPLE

Our purpose extends to our customers, patients, employees, providers, partners, and communities, enabling us to innovate, build world-class capabilities, foster a purpose-driven culture, and expand access to high-quality care globally.

Expanding Access to High-Quality Care

We are committed to helping make high-quality care accessible to everyone, particularly young people and underserved communities. In 2025, CooperVision continued our strong partnerships with nonprofits and professional associations to advance myopia care, including the examples below.

- [Optometry Giving Sight](#), the only global fundraising initiative that targets the prevention of blindness and impaired vision by providing eye exams and corrective glasses to those who lack access.
- [Generation Sight](#), which expanded myopia treatment access for families in under-resourced communities across Chicago, Boston, and Rhode Island.
- [The Myopia Collective](#), a nationwide initiative between CooperVision and the American Optometric Association encouraging U.S. optometrists to adopt comprehensive myopia management.
- The [Global Myopia Awareness Coalition](#), which released a free [Myopia Awareness Toolkit](#) for eye care providers and of which we are a member.

CooperSurgical also expanded access to fertility care through its sponsorship of [RESOLVE](#), which provides free support across the U.S. for individuals and families navigating infertility. CooperSurgical developed a [toolkit](#) for National Infertility Awareness Week®, giving patients and providers the resources to have open, informed conversations about the challenges of infertility.

We also continued our IVF grant program with The Wyatt Foundation and The Conceive Fertility Foundation, helping individuals and couples access pre-implantation genetic testing to identify genetic abnormalities prior to pregnancy.

In 2025, CooperSurgical also collaborated with industry partners and policymakers to support actions that improve the affordability and accessibility of fertility care in the U.S. This contributed to expanded pathways for employer-sponsored fertility benefits and reduced costs for key IVF medications, helping more individuals and families access the care they need.

Advancing Provider Education, Clinical Capabilities, and Scientific Leadership

We expand access to care by strengthening healthcare provider capabilities through scientific research, education, training, and clinical support. In 2025, our Professional Education and Clinical Support Team trained more than 7,700 assisted-reproductive technology (ART) professionals globally through virtual courses, hands-on training, and peer-to-peer learning—supporting consistent, high-quality care across diverse clinical settings for providers at every stage of their careers.

Through CooperSurgical’s global Centers of Excellence, clinicians, embryologists, and laboratory professionals gain hands-on experience in essential IVF procedures using real-world techniques and advanced simulators.

This helps them build confidence in precision, quality, and patient safety that they can apply in their own clinics. Many of these programs are offered at no cost, helping reduce barriers to specialized training worldwide.

We also support continuous learning through scientific exchange and digital education, including expert insights webinars, regional trainings, and conference-based education that reaches thousands of participants each year. In 2025, CooperVision and CooperSurgical delivered 69 peer-reviewed scientific posters and oral presentations at leading global conferences and industry events, reflecting the breadth of our innovation and engagement with the clinical community.

CooperVision focused on innovation across eye care, including myopia management, specialty lenses, and products for people with astigmatism or presbyopia. This included supporting the launch of MyDay® MiSight® 1 day at the British Contact Lens Association (BCLA) 2025.

CooperSurgical focused on advancing clinical care across fertility and women’s health, including improved fertility outcomes, IVF laboratory efficiency, reimbursement in gynecological surgery, and safety and efficacy related to contraceptive delivery innovation. The Medical Affairs Team participated in two scientific workshops and served on three independent scientific advisory boards.

6. 2025 Cooper Group data represents the calendar year.

POWERED BY PEOPLE

Learning, Development, and Engagement

We invest in ongoing professional development to help employees grow and succeed at every stage of their careers while building the capabilities needed to support our business now and in the future. In 2025, we launched a new learning management system that centralizes skills development and learning resources into a single, unified platform—making learning more consistent, accessible, and scalable across our global workforce. We also expanded access to LinkedIn Learning, enabling more employees worldwide to build critical technical and leadership skills, including training on artificial intelligence (AI), to keep pace with evolving technologies.

Our standardized Performance Enablement Process supports a high-performance culture by clarifying expectations, encouraging feedback, and reinforcing goal-setting and recognition. In 2025, we continued to leverage Gallup's CliftonStrengths, and we launched Oracle, a new performance management tool designed to better align individual performance with business priorities and support continuous development. Through Gallup's Conversations That Matter program, we upskilled nearly 350 managers. More than 90% of participants reported increased confidence in leading engagement and action-planning conversations.

To further build leadership capabilities, we offer programs such as our Executive Leadership Intensive and New Leader Program. We also launched Bravos, our first company-wide peer-to-peer recognition tool, strengthening engagement across the organization. In its first three months, employees used it to recognize more than 1,300 peers for demonstrating our Cooper values.

Living Our Values

Building on the shared purpose we launched in 2025—helping people experience life's beautiful moments—our Cooper values continue to guide how we work, lead, and deliver impact. They reinforce a culture grounded in integrity, accountability, partnership, and doing the right thing for our employees, customers, patients, and communities. We are committed to fostering a culture of integrity and accountability. All employees are expected to uphold the values and ethical practices outlined in our [Code of Conduct](#), which provides guidance on [reporting concerns](#). In 2025, we hosted a Corporate Compliance and Ethics Week to raise awareness of key topics, including anti-corruption, fair competition, conflicts of interest, and third-party business partner management. We also introduced an AI Acceptable Use Policy for employees, which establishes expectations for the secure, transparent, and ethical use of AI tools.

Connection and Belonging

We are building a culture of belonging where employees are valued for who they are and empowered to achieve their full potential. Cooper Groups, which are open to all employees, provide opportunities to connect through shared interests, build professional networks, access mentorship, and raise awareness of relevant topics. To strengthen alignment and impact, we established a unified mission and core principles for Cooper Groups across the organization. As of 2025, roughly one in five employees was a member of at least one Cooper Group.⁶

Health, Safety, and Well-Being

We prioritize well-being to help our people and their families lead their healthiest lives. Our global wellness platform continues to grow, reaching more than 3,900 employees with customizable resources that support physical and mental health. In 2025, we hosted multiple wellness fairs and campaigns, including Here to Thrive, which reached more than 1,500 employees with resources on mental health, fitness, nutrition, and social connection. We also invest in preventative workplace health and safety measures, including ergonomic support. In 2025, we revitalized the Environmental Health & Safety (EHS) Champions program across CooperVision and CooperSurgical to strengthen engagement in EHS practices. In addition, we continued to offer competitive compensation and [benefits packages](#) as well as Employee Assistance Programs in the U.S. and UK.

> Learn more about our approaches to [connection and belonging](#), [employee health, safety, and well-being](#), and [human capital management](#).

SUPPORTING A THRIVING PLANET

We continue to strengthen and mature our approach to environmental sustainability through collaboration with sustainability-minded partners and advances in product and operational innovation.

Our priorities include efficiently using energy and resources, responsibly sourcing materials, reducing waste, and minimizing our carbon footprint, including the carbon intensity of our products.

In 2025, CooperCompanies continued to use a risk-aware and data-driven approach to sustainability, enhancing visibility into the company's GHG emissions and waste production. This risk-aware approach is grounded in industry best practice and aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). [See our TCFD Index.](#)

We evaluate physical risks—including the potential for increased frequency and severity of extreme weather events to affect manufacturing sites, supply chains, and distribution networks—alongside transition risks such as evolving regulatory requirements, carbon pricing mechanisms, and shifts in market and stakeholder expectations. To guide strategic decision-making and test the resilience of our business model, we employ scenario analysis using recognized reference frameworks.

In 2025, we continued to strengthen the quality and completeness of our GHG emissions data to better understand our carbon footprint. Our Scope 1 emissions increased by 11%

from 2024, primarily reflecting more granular GHG emissions calculations, including updated emission factors and data inputs.⁷ Our market-based Scope 2 emissions decreased approximately 18% from 2024, supported by renewable electricity sourcing, solar energy, and renewable energy certificates (RECs). We are reporting Scope 3 emissions in our reporting for the first time. They represented approximately 90% of total reported market-based emissions, primarily driven by purchased goods and services, and upstream transportation and distribution.

Advancing Energy Efficiency and Renewable Energy Use

We work to improve energy efficiency across our operations and to increase renewable electricity use where feasible, supporting operational reliability and resilience.

In 2025, we sourced 100% renewable electricity at 12 CooperCompanies sites through a combination of renewable grid electricity, solar energy, and RECs. CooperSurgical's California Cryobank was powered by 100% solar energy, and both CooperVision and CooperSurgical sites in Costa Rica sourced 98% renewable electricity from the national grid. We used RECs to support 100% renewable electricity use at 11 additional CooperCompanies sites.

We also pursue third-party green building certifications to validate and advance energy and resource efficiency at our facilities. In 2025, across CooperCompanies, 11 sites held

LEED or BREEAM certifications, and two of our buildings in California earned Tier 2 Green certification from the Carlsbad Green Business Program. Also, two of our manufacturing sites in Costa Rica were recognized by the national Ecological Blue Flag program for actions related to GHG emissions reduction, energy and water efficiency, waste management, and environmental education.

Product Innovation and Sustainability

Our environmental strategy is further advanced through product innovations and partnerships that reduce waste and lower environmental impacts across our value chain.

- CooperVision has reduced the carbon footprint of MyDay[®] daily disposable contact lenses by 16% since 2021, by incorporating lower-carbon plastic and aluminum into primary packaging and by improving manufacturing.^{8, 9}
- CooperSurgical launched a renewable cooler for IVF shipments. Made from 85% renewable, upcycled plant-based fibers, the cooler is designed to eliminate up to 115,000 pounds of single-use plastics annually.

7. In 2025, we transitioned to Watershed for GHG emissions calculations and adopted a more granular methodology, incorporating updated emission factors and data inputs to improve reporting accuracy.

8. Results compare 2024 with a 2021 baseline. Full life cycle assessment has been conducted and independently critically reviewed on a cradle-to-grave basis, which covers all product stages from raw material extraction to end of life. Carbon footprint results are calculated and reported in accordance with International Organization for Standardization (ISO) 14067. Details on methodology and verification are available [here](#).

9. "Carbon footprint" refers to total GHG emissions, expressed as carbon dioxide equivalent (CO₂e). No carbon offsets are used. References: Sphera, "ISO 14067/14044 Life Cycle Assessment of MyDay Contact Lenses Manufactured in 2021 and 2024," v1.0 (12 Jan 2026); CooperVision data on file, 2021–2026.

SUPPORTING A THRIVING PLANET



Our MADE BETTER™ Initiative

MADE BETTER™ is CooperVision's sustainability platform focused on advancing responsible products and packaging.

The initiative emphasizes responsible material sourcing and reducing waste and environmental impacts across the design, manufacture, and delivery of our products. Initial implementation is centered on MyDay® daily disposable contact lenses.

In 2025, progress under MADE BETTER™ included transitioning to lower-carbon aluminum for packaging lids, which have lower material emissions, and introducing lower-carbon plastic for select packaging components.

CooperVision also expanded the use of [ISCC PLUS material](#) in certain primary packaging materials. This international certification supports verifiable and traceable plastic production using alternative inputs, such as bio-based oils or materials produced with renewable energy.

> [Learn more](#) about our work to use lower-carbon plastic.

Prioritizing Waste Reduction

We manage waste across our operations through recycling, reuse, and reduction of landfill waste. In 2025, CooperCompanies generated 32,002 metric tons (MT) of waste, with 90% recycled (28,796 MT), 6% directed to waste-to-energy (1,856 MT), and 4% (1,350 MT) sent to landfill.¹⁰ This establishes our baseline for measuring future progress.

Our manufacturing sites drove waste reduction efforts in 2025. CooperSurgical's Stafford, TX, site reduced landfill waste from 71% (2024) to 44% (2025) by diverting silicone and plastics into recycling streams.¹¹ CooperVision's Juana Diaz campus in Puerto Rico worked with contractors to process over 100 tons of shredded wooden manufacturing crates for reuse as landfill cover. We earned Scientific Certification Systems (SCS) Zero Waste certification for CooperSurgical's Alajuela site in Costa Rica and CooperVision's West Henrietta site in New York, with recertification efforts ongoing in Costa Rica, Puerto Rico, Scottsville, NY, Hungary, and the UK.

Engaging Employees on Sustainability

We engage employees at all levels in supporting our sustainability goals through training, communications, and volunteer initiatives. In 2025, CooperVision participated in World Cleanup Day across 20 countries, collecting about two tons of waste. CooperSurgical marked World Environment Day in Costa Rica by mobilizing 125 employees to restore Guacalillo Beach—planting an estimated 300 trees and removing nearly one ton of waste.

Supporting People + Planet

We partner with [Plastic Bank](#) to help address plastic pollution while supporting income-generating opportunities in participating communities. Through this partnership we help collectors exchange plastic waste for income and essential benefits, including digital connectivity and school supplies. In 2025, we expanded this work by introducing a vision care program in Indonesia, providing screenings and vouchers for eye exams and glasses.

As of December 2025, the partnership had positively impacted 9,306 collectors¹² across 618 communities,¹² with 1,300 collectors receiving vision support.¹³ It also helped prevent 12.96 million kilograms of plastic—equivalent to approximately 648 million plastic bottles—from potentially entering waterways.^{14,15} [Learn more](#) about our work together and watch [this video](#) that highlights our impact.

“When plastic can be exchanged for income and essentials, collection becomes a pathway to stability—protecting the environment while helping collectors’ families prosper.”
— David Katz, Founder & CEO, Plastic Bank

10. REF: CooperVision and CooperSurgical data on file, 2025.

11. REF: CooperSurgical data on file, 2025.

12. REF: CooperVision data on file as of 03/2026.

13. Program records indicate that 1,300 Plastic Bank collection members in Indonesia received vision screenings as of December 2025. CooperVision's vision care program includes training for branch owners at Plastic Bank collection points in Indonesia to conduct basic, non-diagnostic vision screenings and provide referrals to eye care providers as appropriate; training and screening records are maintained by Plastic Bank. Medical diagnosis and treatment are not provided by CooperVision. REF: Plastic Bank and CVI data on file, 2025.

14. 2025 Plastic Bank data represents the calendar year.

15. CooperVision, through its collaboration with Plastic Bank, has collected and recycled approximately 12.96M kg of plastic waste as of December 2025. Using Plastic Bank's metric of 1 kg of plastic equaling 50 standard 202 mm bottles, that is the equivalent of approximately 648M plastic bottles. REF: CooperVision data on file as of March 2026.

DESIGNED WITH INTENTION

We are dedicated to finding breakthroughs that make a meaningful difference in patients' lives—helping people experience life's beautiful moments. Our products and services elevate standards of care with best-in-class solutions for vision, women's health, and surgical procedures. Guided by patient needs, our dedicated research teams address today's challenges while anticipating the needs of tomorrow.

Investing in Innovation

Across our businesses, we invested \$172.2 million in research and development (R&D)¹⁶ in 2025, reinforcing our commitment to innovation and keeping us at the forefront of patient care. During the year, CooperSurgical advanced reproductive health and medical technology by combining life science expertise with cutting-edge digital solutions, including through the launch of the ViaBL Super-Fast Blastocyst Warming Kit. Blastocyst warming is the process by which frozen embryos are prepared for transfer during IVF, and the new ViaBL kit reduces procedure time by up to 90%, significantly improving IVF lab efficiency.

We also announced Select Syndrome ScreenSM Test at the 2025 American Society for Reproductive Medicine Scientific Congress & Expo. This test detects specific additional genetic abnormalities before embryo transfer and includes 10 impactful genetic disorders that may significantly impact a child's health or development. At CooperVision, the R&D team was recognized for the second time in four years with the prestigious [Garland W. Clay Award](#) from the American Academy of Optometry for its pioneering work in myopia control.

Enhancing Patient Outcomes with AI

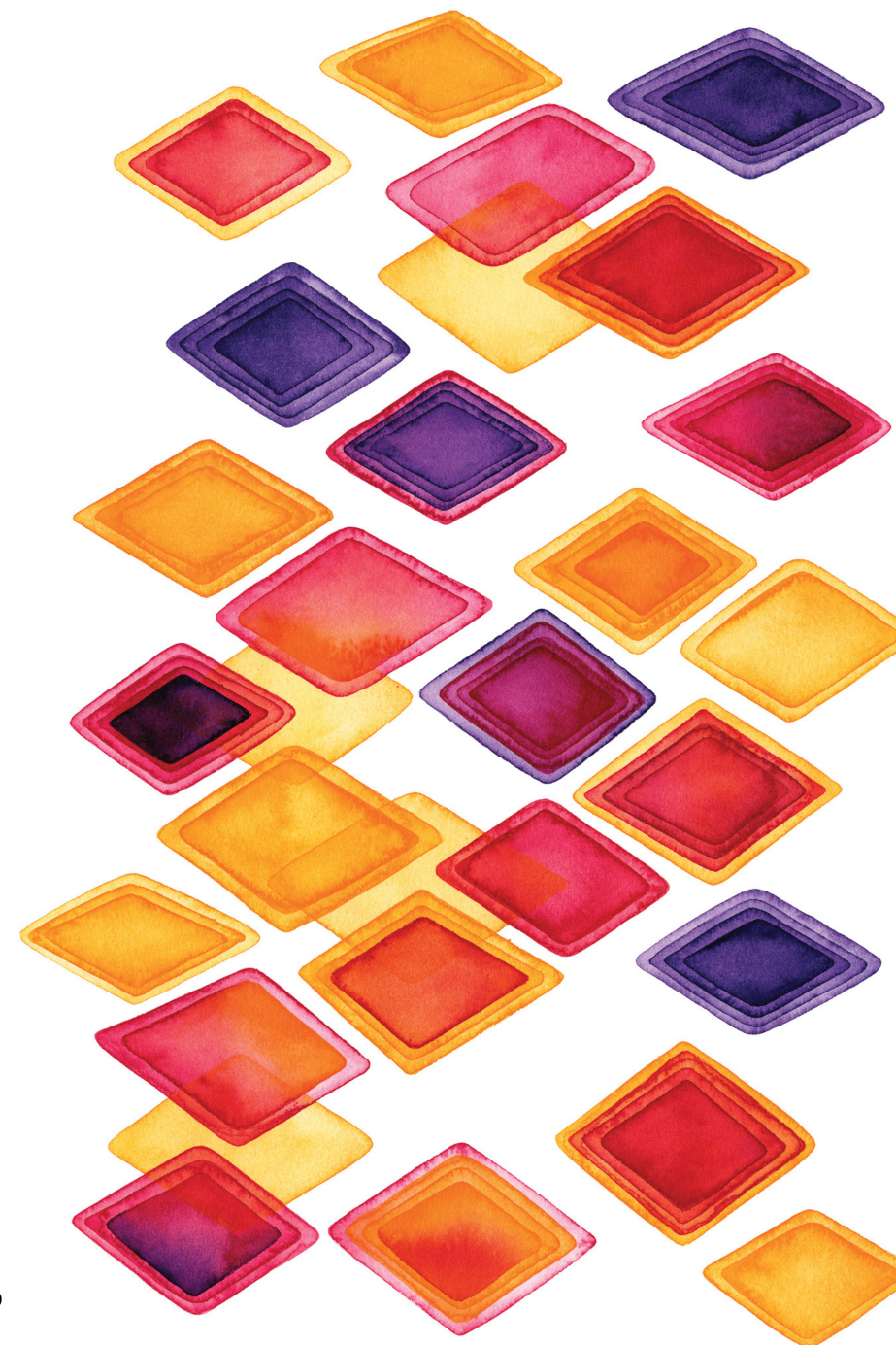
We take a structured, responsible approach to using AI to improve operational efficiency, optimize processes, and enhance product performance—all in support of better patient outcomes. At CooperVision, AI supports chemistry and engineering analyses, helps us identify trends in clinical data, and streamlines contact lens manufacturing.

At CooperSurgical, predictive analytics enhance genetic screening processes and produce more precise solutions, supporting clinicians in making informed decisions while maintaining data security and clinical relevance. Across both business units, our AI Acceptable Use Policy guides the responsible use of AI technologies, emphasizing data protection, transparency, and ethical standards.

Engaging Patients and Providers

Incorporating the perspectives of patients and healthcare providers into our product development process helps us better address real-world needs. We actively engage stakeholders throughout the product development process through advisory boards, clinical partnerships, and usability studies to capture insights directly.

For example, insights from IVF clinicians drove enhancements to RI Witness[®], our digital tool to help prevent the misidentification of IVF samples in the lab, and Embryo OptionsSM, our digital cryo-preservation billing and management platform, making these resources more efficient, flexible, and cloud-ready.



> Learn more about our approach to [product quality and patient safety, innovation and R&D, and ethical research practices.](#)

¹⁶ 2025 Form 10-K.

About This Report

This Sustainability Report presents 2025 data on a fiscal-year basis for the period November 1, 2024, through October 31, 2025, unless otherwise stated, to align with our financial reporting. Data for 2023 and 2024 is presented on a calendar-year basis for the periods ending December 31, 2023, and December 31, 2024, respectively. The data and information in this report cover our global operations unless otherwise indicated. Financial figures are presented in U.S. dollars unless otherwise stated. In this report, “Cooper,” “we,” “us,” “our,” and “the company” refers to CooperCompanies and its two business units, CooperVision and CooperSurgical.

Report content is informed by the sustainability priorities, opportunities, and risks identified through our 2024 double materiality assessment. For additional information, refer to our [Double Materiality Assessment Report](#). The inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information. Information on our corporate governance, including the structure, composition, and independence of our Board of Directors, approach to risk management, and executive compensation program, is in our most recent [Proxy Statement](#) and [2025 Annual Report on Form 10-K](#).

References to third-party websites in this report are provided for convenience and are not intended to be incorporated by reference into this report. The information contained on such websites is not part of this report. We disclaim all responsibility for the accuracy, adequacy, validity, reliability, availability, or completeness of any information contained on any such third-party website.

We value and welcome feedback from stakeholders. Please direct comments or questions regarding this report to sustainability@cooperco.com.

Trademarks and Other Intellectual Property

CooperVision, CooperSurgical, and other trade names, trademarks, or service marks of Cooper and its subsidiaries appearing in this report are the property of Cooper and its subsidiaries. Trade names, trademarks, and service marks of other companies appearing in this report are the property of their respective holders.

Forward-Looking Statements

This report contains “forward-looking statements,” as defined by the Private Securities Litigation Reform Act of 1995. Statements relating to guidance, plans, prospects, goals, strategies, future actions, events or performance, and other statements that are not statements of historical fact, including all statements regarding planned sustainability programs and goals, the anticipated impact of sustainability activities, and product and technology plans, are forward-looking. To identify these statements, look for words like “believes,” “outlook,” “probable,” “expects,” “may,” “will,” “should,” “could,” “seeks,” “intends,” “plans,” “estimates,” or “anticipates,” and similar words or phrases. Forward-looking statements necessarily depend on assumptions, data, or methods that may be incorrect or imprecise and are subject to risks and uncertainties.

Among the factors that could cause our actual results and future actions to differ materially from those described in forward-looking statements are: adverse changes in the global or regional general business, political, and economic conditions, including the impact of continuing uncertainty and instability of certain countries, human-made or natural disasters and pandemic conditions that could adversely affect our global markets, and the potential adverse economic impact and related uncertainty caused by these items; the impact of international conflicts and the global response to international conflicts on the global and local economy, financial markets, energy markets, currency rates, and our ability to supply product to, through, or around affected countries; our substantial and expanding international operations as well as the challenges of managing an organization spread throughout multiple countries and complying with a variety of legal, compliance, and regulatory requirements; trade, currency, tax, and acquisition-related risks, including integration challenges and access to financing; compliance costs and potential liability in connection with U.S. and foreign laws and healthcare regulations pertaining to privacy and security of personal information, including, but not limited to, those resulting from data security breaches; a major disruption in the operations of our manufacturing, accounting and financial reporting, research and development, distribution facilities, or raw material supply chain; a successful cybersecurity attack that could disrupt our information technology systems or those of our third-party service providers or that could result in the loss of confidential or protected data; third-party vendor and technology risks; customer concentration and market acceptance risks; disruptions in supplies of raw materials, particularly components used to manufacture our silicone hydrogel lenses; new U.S. and foreign government laws and regulations and changes in existing laws, regulations, and enforcement guidance, which affect areas of our operations including, but not limited to, those affecting the healthcare industry; new competitors, product innovations or technologies; reduced sales, loss of customers, reputational harm and costs and expenses, including from claims and litigation related to product recalls and warning letters; failure to receive or delays in receiving regulatory approvals or certifications for products; legal costs, insurance expenses, settlement costs, and the risk of an adverse decision, prohibitive injunction, or settlement related to product liability, patent infringement, contractual disputes, or other litigation; coverage, reimbursement, asset impairment, research and start-up, dilution, and accounting-change risks; risks related to environmental laws and requirements applicable to our facilities, products, or manufacturing processes, including evolving regulations regarding the use of hazardous substances or chemicals in our products; risks related to environmental, social, and corporate governance issues, including those related to regulatory and disclosure requirements, climate change, and sustainability; and other events described in our Securities and Exchange Commission filings, including the “Business,” “Risk Factors,” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections in our Annual Report on Form 10-K for the fiscal year ended October 31, 2025, and subsequent Quarterly Reports on Form 10-Q.

We caution readers that forward-looking statements reflect our analysis only on their stated date. We disclaim any intent to update them except as required by law.

Data and Performance

Sustainability Accounting Standards Board (SASB) Standards Index

The SASB Standards, now part of the International Financial Reporting Standards (IFRS) Foundation, guide the disclosure of sustainability information by companies to their investors. The following index maps our disclosures to certain SASB indicators for the Health Care sector and Medical Equipment & Supplies industry. This index presents 2025 data on a fiscal-year basis for the period November 1, 2024, through October 31, 2025, unless otherwise stated. Data for 2023 and 2024 is presented on a calendar-year basis for the periods ending December 31, 2023, and December 31, 2024, respectively.

Topic	SASB Code	Accounting Metric(s)	2023 Data/Response	2024 Data/Response	2025 Data/Response
Affordability & Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	CooperVision (CVI) sells spherical, toric, multifocal, and toric multifocal lens products in most modalities to key accounts, which include optical chains, global retailers, certain buying groups, and mass merchandisers. CVI operates in a highly competitive market with highly competitive pricing. Product quality, technological benefit, service, and reliability are the primary criteria for differentiation for CVI products. CooperSurgical (CSI) focuses on advancing fertility and women's health through a diversified portfolio that includes fertility products and services, medical devices, cryo-storage (such as cord blood and cord tissue storage), and contraception. CSI distributes its products and services through OB/GYN and medical offices, hospital and ambulatory surgery centers, and fertility clinics, as well as direct to consumer. Payment depends on the availability of payor coverage and the adequacy of reimbursement for the procedures using our products by government insurance programs and other third-party payors. Read more in our 2025 Annual Report on Form 10-K. Current and past annual reports are available at investor.coopercos.com .		
Product Safety	HC-MS-250a.1	Total number of recalls per million of revenue ¹⁷	0.0061	0.0031	0.0027
		Class 1 recalls per million of revenue	0.0003	0.0000	0.0002
		Class 2 recalls per million of revenue	0.0053	0.0015	0.0017
		Class 3 recalls per million of revenue	0.0006	0.0015	0.0007
Product Safety	HC-MS250a.2	Products listed in the U.S. Food & Drug Administration's (FDA's) MedWatch Safety Alerts for Human Medical Products database	See FDA's MedWatch: The FDA Safety Information and Adverse Event Monitoring System (AEMS) .	See FDA's MedWatch: The FDA Safety Information and Adverse Event Monitoring System (AEMS) .	See FDA's MedWatch: The FDA Safety Information and Adverse Event Monitoring System (AEMS) .
Product Safety	HC-MS250a.3	Number of fatalities associated with products	See FDA's About Manufacturer and User Facility Device Experience (MAUDE) Database .	See FDA's About Manufacturer and User Facility Device Experience (MAUDE) Database .	See FDA's About Manufacturer and User Facility Device Experience (MAUDE) Database .

17. Recall data is based on U.S. FDA classification date and is [publicly available](#). Recalls generally involved incorrect labeling, faulty sealing of product pouches, or minor performance issues.

Data and Performance

SASB Standards Index (cont.)

Topic	SASB Code	Accounting Metrics	2023 Data/Response	2024 Data/Response	2025 Data/Response
Product Safety	HC-MS250a.4	Number of enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards, by type	0	0	0
Ethical Marketing	HC-MS270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0	0	0
Ethical Marketing	HC-MS270a.2	Description of code of ethics governing promotion of off-label use of products	See Code of Conduct , p. 14	See Code of Conduct , p. 14	See Code of Conduct , p. 14
Product Design & Lifecycle Management	HC-MS410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and meet demand for sustainable products	Most of our products are medical devices subject to extensive regulation by the FDA in the U.S. and other regulatory bodies abroad. We also maintain compliance with the Therapeutic Goods Administration of Australia, Brazil's Agencia Nacional de Vigilancia Sanitaria, Health Canada, Japan's Ministry of Health, Labour, and Welfare, and the Japanese Pharmaceuticals and Medical Device Agency. The company continues to monitor and comply with environmental health and safety regulations in countries where it operates throughout the world, in particular, with the EU's Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH) and China's restrictions on the use of certain hazardous substances in electrical and electronic equipment.		
Supply Chain Management	HC-MS430a.1	Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	100%	100%	98%
Supply Chain Management	HC-MS430a.1	Percentage of Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	91%	92%	82%

Data and Performance

SASB Standards Index (cont.)

Topic	SASB Code	Accounting Metrics	2023 Data/Response	2024 Data/Response	2025 Data/Response
Supply Chain Management	HC-MS430a.2	Description of efforts to maintain traceability within the distribution chain	To maintain traceability of our products within the distribution chain, CVI and CSI apply track-and-trace procedures that comply with global regulatory requirements. These procedures monitor end-to-end traceability and identification through the stages of manufacturing, distribution, and supply chain. CVI and CSI use Unique Device Identifiers (UDIs) on required medical device packaging. UDIs incorporate human- and machine-readable identification that provides product tracing.		
Supply Chain Management	HC-MS430a.3	Description of the management of risks associated with the use of critical materials	CooperCompanies seeks to understand the origin of the materials that go into its products and is committed to compliance with conflict minerals requirements, supplier due diligence, and ongoing supply chain evaluation. We expect our suppliers to abide by CVI's Supplier Code of Conduct and CSI's Terms and Conditions , respectively. Also, for each critical material within our supply chain, CVI assesses the potential risk of disruption to supply, sets inventory targets, and develops risk mitigation plans. The sourcing of critical materials within CVI is managed by the Global Sourcing Team, which maintains a risk tracker for each supplier. The risk tracker is updated and reviewed at least annually. Critical material suppliers are subject to regularly scheduled internal audits, and most critical materials are, dual sourced, when possible. Read more about our approach in our Conflict Minerals Report .		
Business Ethics	HC-MS510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0	0	0
Business Ethics	HC-MS510a.2	Description of code of ethics governing interactions with healthcare professionals	See Code of Conduct , p. 31	See Code of Conduct , p. 31	See Code of Conduct , p. 31
Business Ethics	N/A	Employees who the Code of Conduct has been communicated to or who have received Code of Conduct training	We maintain a Code of Conduct that applies globally to all employees and our officers and directors. All newly hired employees are provided Code of Conduct training or are required to review and certify receipt of the Code of Conduct as part of their new hire onboarding. We also maintain an internal control that requires recertification by active employees annually at a completion rate between 95% and 100%, depending on employee population. We were in full compliance with this internal control for 2023.	We maintain a Code of Conduct that applies globally to all employees and our officers and directors. All newly hired employees are provided Code of Conduct training or are required to review and certify receipt of the Code of Conduct as part of their new hire onboarding. We also maintain an internal control that requires recertification by active employees annually at a completion rate between 95% and 100%, depending on employee population. We were in full compliance with this internal control for 2024.	We maintain a Code of Conduct that applies globally to all employees and our officers and directors. All newly hired employees are provided Code of Conduct training or are required to review and certify receipt of the Code of Conduct as part of their new hire onboarding. We also maintain an internal control that requires recertification by active employees annually at a completion rate between 95% and 100%, depending on employee population. We were in full compliance with this internal control for 2025.

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Task Force on Climate-related Financial Disclosures (TCFD) Index

This year, CooperCompanies is providing its first disclosure aligned with the recommendations of the TCFD. This table outlines how our governance, strategy, risk management, and metrics and targets align with the TCFD framework, and it reflects our continued efforts to enhance climate-related transparency and reporting.

TCFD Category	TCFD Disclosure	2025 Response
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	The Corporate Governance and Nominating Committee of our Board of Directors oversees climate-related risk and opportunities and monitors climate-related practices and evolving climate risks. This committee reports to the full Board regularly and receives quarterly sustainability updates from the Vice President (VP) of Investor Relations & Risk Management.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Management responsibility for climate-related risks is supported by three organizational bodies: Executive Leadership Team, Cross-Functional Sustainability Project Team, and Sustainability Team.</p> <p>The VP of Investor Relations & Risk Management oversees sustainability initiatives, including climate-related risks and opportunities, and is tasked with integrating sustainability throughout operational and strategic processes. This VP also provides updates to the Executive Leadership Team and the Board's Corporate Governance and Nominating Committee.</p> <p>Our Senior Director of Corporate Responsibility oversees the Cross-Functional Sustainability Project Team. This team meets frequently to review current sustainability initiatives, lead action plans within their business functions, identify new sustainability topics, and communicate emerging risks and opportunities to the group and leadership. Our Sustainability Team supports the day-to-day implementation of sustainability initiatives and works with external consultants who have specialized expertise, data analysis, and independent assessments that enhance Cooper's ability to identify, evaluate, and manage climate-related risks and opportunities. For more information, see our Corporate Sustainability Governance Structure.</p>
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>The following impacts on our businesses were noted in our Annual Report on Form 10-K for fiscal year 2025.</p> <p>Transition/Reputational Risk: Changing Stakeholder Preferences Issues related to climate change and sustainability may have an adverse effect on our business and negatively impact our reputation, brand, and employee retention. There is an increasing focus from certain investors, customers, consumers, employees, and other stakeholders concerning sustainability matters. To mitigate potential adverse impacts from these risks, we proactively engage with stakeholders, integrate their feedback into our sustainability strategy, and transparently report on our sustainability performance through annual sustainability reports and disclosures.</p>

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TCFD Index (cont.)

TCFD Category	TCFD Disclosure	2025 Response
Strategy (cont.)		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material (cont.).	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term (cont.)	<p>Transition/Regulatory Risk: Evolving Environmental Laws and Regulatory Requirements Regulatory pressure related to public companies' sustainability practices continues to grow. We and our facilities are subject to a broad range of evolving U.S. federal, state, and local laws and requirements as well as foreign environmental laws and requirements. An increase in such laws and requirements applicable to our facilities, products, or manufacturing processes, including evolving regulations regarding the use of hazardous substances or chemicals in our products and those related to disclosure requirements, could increase compliance costs and require additional resources for compliance and governance. To mitigate potential adverse impacts from these risks, we proactively monitor and track emerging requirements through cross-functional efforts by Cooper's Sustainability, Legal, Risk, and Operations Teams and collaboration with external advisors.</p> <p>Physical Risk: Disruptions from Natural Disasters Any prolonged disruption in the operations of our existing manufacturing, distribution, or storage facilities or to our accounting and financial reporting, R&D, or raw material supply chain, due to destruction of or damage to any facility as a result of a natural disaster, could have an adverse effect on our business. To mitigate these risks, Cooper is enhancing infrastructure resilience, including flood control, and proactively monitoring facilities; implementing energy management systems; investing in renewable sources and a Combined Heat and Power system to reduce dependency on traditional grids; and investing in business continuity planning.</p> <p>Opportunities In addition to the risks listed above, Cooper continues to explore opportunities to reduce waste and improve material circularity, including packaging redesign efforts, which help manage waste disposal costs and strengthen engagement with customers. Energy-efficiency projects and on-site power generation, including maintaining 100% renewable electricity at our CVI facilities in New York and the UK, support operational resilience and cost stability, and align with stakeholder expectations.</p>
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	<p>The following impacts on our businesses were noted in our Annual Report on Form 10-K for fiscal year 2025.</p> <p>Transition/Reputational Risk: Changing Stakeholder Preferences If our sustainability practices fail to meet investor, customer, consumer, employee, or other stakeholders' evolving expectations and standards for responsible corporate citizenship in areas that include environmental stewardship, then our reputation, brand, and employee retention may be negatively impacted. This could include investors reconsidering their capital investments in our company, customers and consumers choosing to stop purchasing our products, and suppliers deciding not to continue doing business with us. Complying with changing customer and consumer preferences could also incur additional manufacturing, operating, or product development costs.</p> <p>Transition/Regulatory Risk: Evolving Environmental Laws and Regulatory Requirements Complying with evolving environmental laws and requirements may impose additional compliance or remediation costs on our business or may require us to redesign certain products to ensure compliance. Such laws and requirements are regularly evolving, differ among regional jurisdictions, and can impose substantial penalties for violations. As the nature, scope, and complexity of sustainability reporting, diligence, and disclosure requirements expand, significant effort and expenses could be required to comply with evolving requirements.</p> <p>Physical Risk: Disruptions from Natural Disasters Any prolonged disruption to existing manufacturing, distribution, or storage facilities or to accounting and financial reporting, R&D, or raw material supply chain, due to destruction of or damage to any facility as a result of a natural disaster could take a significant amount of time to address, which could result in lost customers and thereby reduce sales, profitability, and market share.</p>
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Our business model is designed to be resilient and adaptable to a wide range of external factors, including climate variability. We use climate-related scenario analysis to inform our identification of potential climate-related risks, including acute physical, chronic physical, transition, and reputation risks. We conducted an organization-wide climate-related scenario analysis for the first time in fiscal year 2024, using Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCP 2.6, 4.5, and 8.5) in conjunction with Shared Socioeconomic Pathways (SSPs 1, 2, and 5) and covering 2030 and 2050 timeframes. Risk mitigation strategies are described in the responses above.</p>

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TCFD Index (cont.)

TCFD Category	TCFD Disclosure	2025 Response
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	CooperCompanies has established a multilayered approach to identifying, assessing, and managing climate-related risks across our global operations and value chain. Our Enterprise Risk Management (ERM) Team considers climate-related risk factors, where relevant, as part of its annual assessment of market, regulatory, technological, and other risks. We also maintain a detailed Tier 1 supplier map across all divisions that identifies suppliers' geographical locations and their roles in production and distribution. As mentioned above, we conducted our first organization-wide climate scenario analysis in 2024 to gain a clearer understanding of the resilience of our business model under different climate futures, and we have identified and assessed climate-related risks and opportunities of relevance to our businesses as part of a double materiality assessment completed by a third-party expert in 2024. The full details of this process are in our public Double Materiality Assessment Report .
	b. Describe the organization's processes for managing climate-related risks.	As detailed in the Governance section, the Corporate Governance and Nominating Committee of the Board of Directors and various management-level roles oversee and mitigate risks facing the company, including those related to climate change. Climate-related risks are managed by our Cross-Functional Sustainability Project Team in partnership with executive leadership and supported by external consultants. Both CVI and CSI have separate Environmental, Health & Safety and sustainability policies that cover climate. Risk mitigation strategies are described in the responses above.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CooperCompanies' ERM approach covers direct operations along with upstream and downstream value chains. Climate-related assessments are refreshed approximately every three years and are supported by external consultants, life cycle assessments, and materiality analyses. Input from customers, employees, investors, and local communities helps ensure that climate considerations are aligned with business strategy and stakeholder needs.
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See pages 7 and 17 .
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	See pages 17 .
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CooperCompanies does not presently have public emissions reduction targets.

Additional Key Performance Indicators

This section presents 2025 data on a fiscal-year basis for the period November 1, 2024, through October 31, 2025, unless otherwise stated. Data for 2023 and 2024 is presented on a calendar-year basis for the periods ending December 31, 2023, and December 31, 2024, respectively.

		2023	2024	2025
GHG Emissions	Scope 1 GHGs tCO2e	58,490	58,155	64,528
GHG Emissions	Scope 2 GHGs tCO2e (location-based)	28,486	30,032	32,494
GHG Emissions	Scope 2 GHGs tCO2e (market-based)	12,617	15,691	12,847
GHG Emissions	Scope 1 + 2 GHGs tCO2e (location-based)	86,976	88,187	97,022
GHG Emissions	Scope 1+ 2 GHGs tCO2e (market-based)	71,107	73,846	77,375
GHG Emissions	Scope 3 GHG emissions (location-based)	Not reported	Not reported	701,680
Energy	Natural gas usage (primary source of Scope 1 emissions) cubic meters	27,754,535	28,366,861	31,837,605
Energy	Electricity usage (primary source of Scope 2 emissions) kilowatt-hours	156,361,110	170,303,021	166,243,469
Waste	Number of sites that achieved new certification under the SCS Zero Waste Certification Program	1	7	2
Waste	Number of plastic bottles recovered through Plastic Bank partnership ¹⁸	348M	500M	648M
Environmental Stewardship	Number of facilities LEED or BREEAM certified	8	10	11
Employee Safety	Lost Time Case Rate (CSI) ¹⁹	1.93	0.96	1.51
Employee Safety	Total Recordable Incident Rate (CSI) ^{19,20}	3.67	2.21	1.61
Employee Safety	Lost Time Case Rate (CVI)	1.04	0.74	0.84
Employee Safety	Total Recordable Incident Rate (CVI) ²⁰	0.95	0.85	0.98
Workforce	Global employees	15,539	16,030	15,496

18. Plastic Bank data is presented on a calendar-year basis.

19. CSI Lost Time Case Rate and Total Recordable Incident Rate include sites in Costa Rica; Trumbull, CT; Stafford, TX; North Tonawanda, NY; Falmouth, UK; and Berlin, Germany.

20. Total Recordable Incident Rate is a safety metric that measures the number of recordable incidents per 100 full-time workers during a year. It is calculated by the total number of recordable incidents multiplied by 200,000 divided by the total work hours of all employees in a year.

Additional Key Performance Indicators (cont.)

		2023	2024	2025
Workforce – Age	Under 30 years old	20%	19%	18%
Workforce – Age	30–50 years old ²¹	58%	58%	56%
Workforce – Age	Over 50 years old ²¹	22%	22%	26%
Workforce – Age	Undisclosed	0%	<1%	<1%
Workforce – Cooper Group	Percent of employees who belong to at least one Cooper Group ²²	Not reported	17%	19%
Employee Engagement	Engagement rate in Global Employee Engagement Survey	84%	90%	Survey not conducted in 2025
Employee Turnover	Percent voluntary turnover	11%	11%	10%
Cybersecurity	Total number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

Additional Information

[U.S. Federal Employer Information Report Equal Opportunity \(EEO-1\) Form](#)

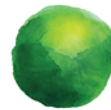
[Our approach to reducing the risk of modern-day slavery in our supply chain](#)

21. In 2025, age bands shifted from “30–50” and “over 50” to “30–49” and “50 and above” following an update to our Human Resources data tracking system.

22. Cooper Groups data is presented on a calendar-year basis.



CooperCompanies



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